

# Embracing Diversity

## EMPLOYER FORUM ON DIVERSITY

### MINUTES OF THE EMPLOYER FORUM MEETING HELD ON 22 JANUARY 2003 AT BUSINESS LODGE, EUROPA HOUSE, BURY

#### Present

Joanne Alcock	-	De Vere Whites Hotel
Mark Battersby	-	The Village Hotel & Leisure Club
Fred Bowen	-	Employer Consultant, Bury EST
Sharon Cummins	-	Placement Officer, Bury EST
Gerrard Curren	-	Business Link North Manchester
Huw Davies	-	Manager, Bury EST
Mel Emsley	-	Armed Forces Careers
Helen Grey	-	Early Years Development
Ingrid Hitchon	-	Molygran Ltd
Alicja Kinsey	-	Senior Hargreaves
Julia Langmead	-	CIS
Rebecca Owen	-	The Village Hotel & Leisure Club
Pauline Parrett	-	PACE
Victoria Proudloch	-	Manchester United
Andy Ratcliff	-	Bolton & Bury Chamber of Commerce
Lee Salad	-	Project Co-ordinator, Bury EST
Karen Shafto	-	Cameron House
Chris Sheelan	-	Unifi Dyed Yarns Ltd
Lynda Smethurst	-	Bury EST (minutes)
Carolyn Tipper	-	B&Q Warehouse
Alison Todd	-	Bury College
Andy Walkden	-	Bury MBC
Suzanne Wood	-	Personnel Dept, Bury MBC

#### Apologies

Cathy Butterworth	-	Bury Metropolitan Police
Sally Anne Chandler	-	Pfizer Adams
Sarah Draycott	-	The Village Hotel & Leisure Club
David Eastham	-	Funeralcare
Jinny Evans	-	McDonald's Restaurant
Christian Fildes	-	McDonald's Restaurant
David Gosling	-	HSBC Bank
Cath Hignett	-	NHS Trust

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Bernadette Howley	-	Beaumont House
Brian Ledger	-	The Muffineer
Jill Littlewood	-	APCOA Parking UK Ltd
Lutha Magloire	-	Armed Forces Careers Office
Michael Mooney	-	First Buses
Edwin Partridge	-	Derby Brewery
Steven Walters	-	Serco Metrolink
Peter Weidenbaum	-	Trumeter Ltd
Carol Woodhams	-	Manchester Metropolitan University

1. Fred Bowen welcomed all members in attendance and introduced a new member to the Forum - Karen Shafto, Manager of Cameron House (Nursing Home). Fred also welcomed the attendance of Sharon Cummins (Bury EST Placement Officer) and Simon Chadwick. Simon is General Manager of 40+ and had very kindly offered his services to speak to members on the subject of 'Valuing the Older Worker'.

Also in attendance at the meeting were representatives from local network organisations:

- Pauline Parrett - (PACE Network) Human Resources
- Helen Grey - (Early Years Development Children's Partnership)
- Andy Walkden - (Bury Metro 'Homeworking' Development Officer)

The mission statement for the Employer Forum was accepted. The final draft of the Terms of Reference for the ED Employer Forum was presented and accepted.

2. The minutes of the ED Employer Forum meeting held on 16 October 2002 were accepted as an accurate record.
3. Lee Salad (Embracing Diversity Project Co-ordinator) gave a brief presentation to update members on progress to date. This included a summary of:
  - Current beneficiaries
  - Barriers to employment

Lee explained in detail the various client groups represented by Bury EST and shared the information collected in the completion of Barrier Review Forms with these client groups.

A short question and answer session followed. The presentation slides are included for your information

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## 4. Next Steps

Huw Davies (Manager of Bury EST) presented to members the workplan for the Employer Forum. Huw explained the 3-year plan in detail and highlighted the topics to be covered in this current year and into Spring 2004.

The next meeting will examine the topic of 'Race' and 'Recruitment'. A copy of the workplan was included in the previous pack of information. Further copies are available on request.

## 5. 'Valuing the Older Worker'

The workplan topic for this meeting was 'Age' and Fred Bowen introduced Simon Chadwick. Simon is the General Manager for 40+ Ltd., a Greater Merseyside organisation providing supported employment services to clients aged 40+.

Simon gave a very interesting presentation on the benefits of employing an older worker and shared his experiences gained in providing this specific service.

Members responded to the presentation with a question and answer session that led to an interesting debate on a number of issues. Fred Bowen thanked Simon for his valuable input and was grateful for his voluntary contribution.

## 6. Employer Updates

Fred Bowen shared some examples of recent work with the employers present and highlighted some achievements of the project to-date in terms of jobs found and work experience opportunities implemented with members.

Future plans will include a separate meeting for members to look at some recent case studies, which may highlight some examples of best practice and new and innovative ways of working with various client groups, supported by Bury EST.

Members will be notified in due course of the planned date and venue for this event.

## 7. Questionnaire Update

Out of a mailout of 30 questionnaires to members of the Employer Forum to-date 18 employers have completed and returned their forms. Members were requested that those who had not at this point returned their forms to please do so as soon as possible so that the responses could be analysed and shared with the Forum members at a future meeting.

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8. **Partner Organisations**

Representatives from other organisations were given the opportunity to invite interested parties to contact their organisations and attend future planned events. These were the HR Information Provider, the PACE Network, EYDCP.

9. **Any Other Business**

There being no other business the members and guests were thanked for their attendance and the meeting closed at 11.15 am.

10. **Date of Next Meeting**

The next meeting will take place on Wednesday, 9 April 2003 at Europa House 8.30 am for 9.00 am start. Please find enclosed agenda and reply slip together with map.

11. **2001 Census**

Please find enclosed for your information relevant copies of the 2001 Census - key statistics.

**Fred Bowen**

**EMPLOYER CONSULTANT**